April 12, 1996

Tenth Edition

Bi-Weekly Publication

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ISD has requested approximately \$400,000 for summer employment (staff development, curriculum work, inservice training) in addition to more than \$200,000 for summer school. The proposal for summer employment is currently at the Indiana State Budget Agency and ISD is awaiting approval.

"TOP TEN ACCOMPLISHMENTS BY DEPARTMENTS FOR FIRST SEMESTER"

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Expresentatives from the Bi/Bi Committee and the Administrative Team met on March 21 to continue discussion about issues concerning ISD. The major topics which were discussed are:

- 1. the role of the Bi/Bi Center and the Bi/Bi Committee and develop an action plan for both;
- 2. horizontal violence;
- 3. future meetings to discuss share information with the entire school;
- 4. future meetings for the representatives and the administrative team; and
- 5. process items which will include building trust, studying Bi/Bi team models, the group's role; the roles of the individuals in the group.

Members of the group representing the Bi/Bi Committee are: David Reynolds; Diane Hazel Jones; Rachel Stone; Edna Olsen; David Geeslin; and Louise Fitzpatrick. Members of the groups from the Administrative Team are: Judy Cass; Linda Lloyd; Debra Fetzer; Jeffrey Toutant; and George Stailey.

The group is planning to meet again on the 4th Tuesday of each month from 2:00 p.m. to 4:00 p.m. The next meeting has not been confirmed due to the visit by the Accreditation Teams.

THANKS to everyone who worked on Saturday, April 13, and Sunday, April 14, to help beautify the campus. The crew on Saturday raked leaves, picked up trash, and picked up limbs from campus. The crew on Sunday placed mulch around campus and cleaned other areas. The campus is looking much better. Thanks to all of you who have made it better!!

ISD has completed the work for the accreditation team visits. The Administrative Team would like to congratulate all the staff, students, parents, and community members who were involved with the accreditation process. The school has discovered many strengths and weaknesses throughout the process and has developed several very thorough action plans which will take ISD to the next level of education excellence. The work is not complete and all of us will have to help each other to meet ISD's goals. Thank you again for all the hours and dedicated work you have done.

The following events and activities have been added to the PTCO Day festival on May 5th:

- Walk-a-Thon sponsored by the ISD Football Team 9-10:30 a.m. Pledge: \$1.00 per mile walked-around the Caskey Building-for more information, contact Mike Paulone at PreSchool 920-6256 or ext. 256
- Motorcycle and horse teams from Indianapolis Police Dept. giving performances outside of Caskey Gym
- Silent Auction—more than 10 items will be auctioned off. Cash, checks and Visa/Mastercard will be accepted. Anyone who wishes to donate new useful items like quilt, TTY, wall picture, large umbrella, TV set, etc. please contact Dan Stutler or Pam Lewis at 924-8419 or ext 419 before May 3rd.
- Photos will be taken of children with police on a horse, motorcycle or clowns for \$1.00 each photo

Reminder about the raffle tickets please return the stubs with money and/or unsold books to Bruce Peters or Bob Canty.

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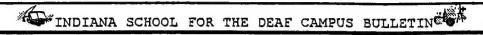
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The day I arrived, I was amazed with how helpful and welcoming everyone was in arranging my visit. While I was here, several faculty members opened their classrooms and offices with me to share what they knew, and what they were learning. I truly appreciate the time people took to explain what they were teaching, how the program has evolved and where it is headed, and the challenges they are facing. I felt like I'd been invited into someone's home, not just another school.

I was very impressed with how comfortable the work environment was. As a new teacher, this is a primary concern. I believe it's important to teach in an environment where there is mutual respect and support between teacher and between teachers and administrators. It is easy to understand why many of the teachers I talked to said they could never leave ISD. I know I became very attached to the school during the brief time I was there.

I also saw faculty who were concerned with weaknesses in the program. I saw weaknesses too, but what really impressed me was the growing list of strengths. I hope that while ISD continues to work on its weaknesses, you keep in mind the strengths as well. Having worked at two Deaf Schools, I have a different perspective with which to view ISD. I'm sure if ISD faculty could spend time in other programs, they too would view the achievements as greater than the weaknesses.

My visit to ISD was a fantastic experience. I learned a lot and benefitted from everyone's knowledge and experience. The faculty at ISD seems committed to improving education for Deaf children. They are truly a model for future teachers.

Thank you once again.

Congratulations to everyone who helped with the self-studies and the accreditation process for North Central Association (NCA), Conference of Educational Administrators Serving the Deaf (CEASD), and Performance Based Accreditation (PBA). As all of you know, the NCA and CEASD visiting teams were here last week. The results of their visit were very positive. NCA gave ISD a "thumbs up" on what they saw and will submit a report in four to six weeks to my office. CEASD gave ISD a provisional "stamp of approval" and will be requiring some additional documentation before final approval is given. Both teams were very impressed with ISD, its students, staff, parents, and community involvement. On behalf of the Administrative Team, thank you all for your dedication and hours of labor to make this process a huge success. You all did an outstanding job!!! (A videotape of the exit report/interview will be made and shared with each department.)

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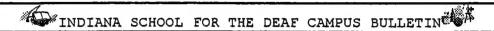
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INDIANA SCHOOL FOR THE DEAF CAMPUS BULLETING

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Tidbit of the Week - IS YOUR JOB RIGHT FOR YOUR

Nine questions to ask yourself to find if your work truly suits you.

- 1. Do you love what you're doing?
- 2. On most days, is it easy to go to work?
- 3. Do your work and leisure time often seem the same?
- 4. Do you feel things are going well in your job?
- 5. When you have an especially frustrating day on the job, do you still feel you're doing what's right for you?
- 6. Are you convinced there's nothing else you'd rather be doing?
- 7. Would you feel something was missing in your life if your type of work suddenly disappeared?
- 8. Do you have a positive attitude on the job?
- 9. Would you recommend this line of work to someone you care about?

If you had seven or more "yes" answers, you should do some serious soul-searching before making a job change. Six "yes" answers is average. But six or more "no" answers shows that you're getting "burned out" on the job.

Communication Briefings, May 1996

A Parenting Group for Deaf Parents is being set up at the Catholic Center for four (4) Wednesdays starting June 5 to 26 from 10:00 a.m. to 11:30 a.m. There is no charge to participate in the group and the signing facilitators are Diana Dass TTY/V 236-1526 (2-6 p.m.) and Heather Schneller TTY/V 574-0452. If you are interested, please call Ms. Dass or Ms. Schneller.

PTCO Day was well attended by more than 400 parents, children, staff, sponsors, and friends. It was like a reunion with many events and activities. The winners of the raffle this year were:

1st Prize	TV/VCR Combo	Kathy Boltz
2nd Prize	TTY	Kathy Hudson
3rd Prize	Mountain Bike	Vicki Chew
4th Prize	\$100.00	Carol Keller

In spite of the tornado watch and the heavy rain, we all had a memorable day. On behalf of the PTCO Board, we want to thank all of you for your support during the fabulous day. See you next year.

Bob Canty

The ISD Girls' Track Team won 1st Place and the CSSD tournament in Wisconsin last weekend. The announcement about the win was made by Marsha Wetzel at PTCO Day. Congratulations to the girls and coaches for bringing home a first place trophy and for all the hard work.

The ISD Alumni Hall Library has received a donation of thirteen books in memory of Nick Wehrling. The books were donated by the family of Scott Stevens. The books are currently on display in the library. ISD would like to publicly thank the Stevens' family for the donation in memory of Nick.

MEY LAMES!! Are you interested in joing a Bowling League this fall? We need more teams. Please see Jackie McBroom or PJ Steinberger for more information. Thanks! Let's roll!!

Please find below the Exit Report from NCA. A copy of the full report will soon be made available for each department.

"In compliance with the request of the Indiana State Committee of the North Central Association of Colleges and School - Commission on Schools, a visiting team of seven members participated in the process of validating the Indiana School for the Deaf's self study. The following team members shared their professional expertise and time in this most valuable educational assessment process:

Lydia Beehler, Guidance Angola High School 755 S. 100 E Angola, Indiana 46703

Sharon D'Amico, Teacher Julia E. Test Junior High School 33 South 22nd Street Richmond, Indiana 47374

Patricia Mitchell, Teacher Westchester Middle School 1050 South 5th Chesterton, Indiana 46304 James Rosenberger, Guidance Greencastle High School 910 East Washington Greencastle, Indiana 46135

Lisa Shafer, Teacher
James Whitcomb Riley High School
405 East Ewing
South Bend, Indiana 46613

Rick Stevens, Asst. Director Covered Bridge Spec. Ed. District 1320 Walnut Street Terre Haute, Indiana 47807

Dr. Eugene G. White, Chairperson M.S.D. Washington Township 3801 East 79th Street Indianapolis, Indiana 46240

The members of the North Central Association Visitation Team for the Indiana School for the Deaf (ISD) made a conscientious effort t to validate the NCA/PBA self study of ISD through interviews, observations, meetings, research of available data and many hours of discussion and deliberation. We attempted to make judgments, decisions and recommendations based upon sound NCA guidelines, standards, and best school practices. The final report represents the true consensus of the visitation team. ISD administrators are encouraged to share the final report with all interested parties.

Superintendent, George Stailey; Principal, Linda Lloyd; Dan Stutler, Bruce Peters, Mary Alice Moon; committee co-chairperson and members; faculty and staff; students, parents and school patrons are to be commended for providing a most pleasant and professional experience for the visiting team members. Team members were impressed and pleased with the lavish accommodations and the warm smiles you provided daily. The work room accommodated our every need and DeNada Smith provided need clerical assistance. Mary Rice is an angel and the ladies who made the cookies are saints.

There is a new spirit at ISD. Some people thought it emanated from the exciting things happening with the Bilingual/Bicultural philosophy. Others thought the spirit was created by the calmness and dependability of the current superintendent.

The Indiana School for the Deaf has a proud history of service to the Deaf and hard of hearing children in our state. Many faculty and staff members have served the school for more than twenty years; however, their dedication is as strong as ever. The Outreach Services Office is extending the services of ISD in very positive ways. These are just three observations gleamed from our visitation, but there are many more. The Visitation Committee takes great pride in spotlighting several programs, features, efforts and activities that are directly related to improvement in ISD's operation:

- The Preschool/Kindergarten Program is very exciting.
- The Parent/Infant Program promises to provide more services for children and parents of Indiana and better public relations for ISD.

The Bilingual/Bicultural philosophy and program is cutting edge progress. It has generated new pride, ownership, liberation and power to the Deaf and Hard of Hearing Community.

- Students at ISD indicate that they like their school.
- The student-to-teacher ratio is very good; class sizes are ideal.
- There is strong pride in ISD's athletic achievements.
- The Parent/Teacher/Counselor Organization is a powerful advocate for ISD.

The school improvement Plan enabled the steering committee to center school improvement efforts around four goals: communication, curriculum/training, policy, and technology. All four goals support the mission, beliefs, desired learner outcomes and the nine PBA correlates. The self study was a very valuable process because it brought the school together. The visitation team members were told many times that the excitement generated from this process would not die when we leave. Faculty and staff members are committed to building on this start.

It was evident that ISD faculty and staff were facing up to limitations and seeking ways to correct them. The members of the visiting teams were concerned with the numerous subject areas without a formal curricula to guide the instruction. This concern was matched by the number of questions related to the Alternative Education Program (AEP). There appears to be serious Article 7 concerns; however, an even greater concern is the way some AEP students are treated by other students, faculty, and staff members.

Even with the two concerns noted, you should know that this visitation team has found ISD to be a very special place. Your strength in is your outstanding faculty and staff members. Your strength is in your courage to commit to BiBi; your strength is in courage to put disagreements behind you for the sake of the children; your strength is in your will to be a national leader in Deaf Education.

The members of the visiting team encourage you to keep pulling and climbing. Truly you are headed in the right direction.

This concludes my exit remarks, but I want to remind you of the next steps. I will take the information obtained here and prepare a final report for the State Director of NCA. I will also send a copy of the report to George Stailey. He will be requested to share the report with faculty and staff.

I will return next April to review the progress you have made in implementing your School Improvement Plan. I must add that when George receives my report, he should make sure that the Preliminary School Improvement Committee incorporates the recommendations into your plan. I will review your revised plan in April of 1996.

Good luck! Remember to respect, love and support each other. All the solutions to your concerns are already here at ISD. But please remember that the sources of most of your problems are also here!"